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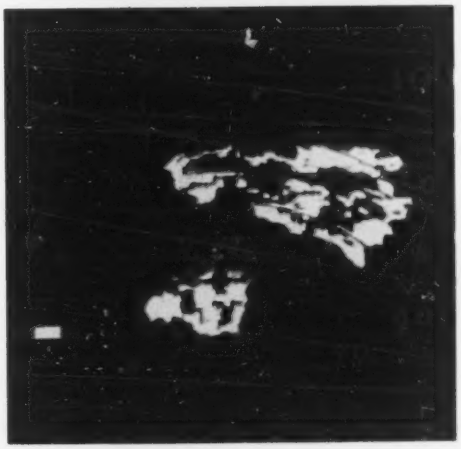
# Business and commercial Aviation

**Inflight Report: Bonanza A36**



**Merging Stormscope With Radar**

**Salary and Budgeting Report**

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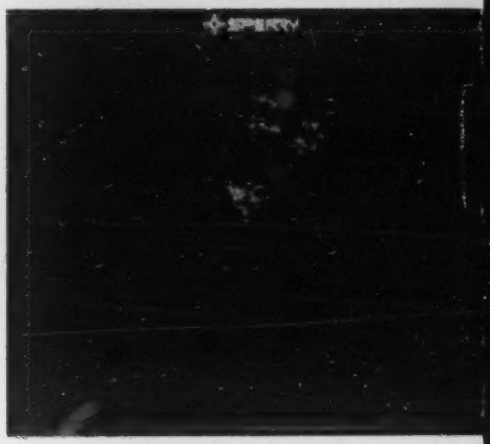

Sperry and 3M's Stormscope-radar combination is a natural since two weather-detection systems are better than one.


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Not only is pilot pay up for a second straight year, but more importantly, several significant trends in personnel management are emerging.

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With a little help from the manufacturers, flight departments can vanquish the budgeting behemoth of variable costs.

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Changing fortunes can make long-range planning difficult, but many flight department managers feel that it is a necessary exercise.


## CLEARANCE DELIVERY

People who have been reading B/CA for the past several years have probably noticed that the magazine has grown, not just in size but in editorial breadth as well. *B/CA Commuter,* a special section for commercial operator management, was launched in 1980, and less than two years later a demographic for rotorcraft operators, *B/CA Helicopter,* was introduced.

B/CA readers may also have noticed that the magazine has taken on a new, more modern look over the past several months, a change that is largely the work of Mildred Stone, B/CA's new art director. But as much as each staff member likes to take credit for the editorial excellence of a publication, the truth is that it's a team effort.

The latest member of B/CA's team is Assistant Art Director Rose Lynn Laraja, who is helping Art Director Mildred Stone "modernize" B/CA. After obtaining a degree in advertising design from Syracuse University, Rose Lynn immediately tested her creative skills by entering New York City's fast-paced world of fashion advertising. Now, four years later, she is making the transition from advertising to publishing.

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"I'm excited about learning the publishing world from a pro like Mildred," said Rose Lynn modestly. Judging from the look of B/CA's recent issues, the lessons are coming along quite well.

**THE COVER**
Staff Editor Alan Staats photographed the Beech Bonanza A36, and 3M provided the pictures of the Stormscope-radar installation. Freelancer Phyllis Tarlow was responsible for the art depicting B/CA's salary and budgeting report.

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# 1985 B/CA Salary Survey

**Pay for flight department employes is up for the second year, adding substance to the perception that the economic recovery is making itself felt within business aviation operations.**

by Richard N. Aarons

As you might have guessed, there were few great salary leaps for pilotkind in the last 12 months, but the year did see the emergence of several new remuneration schemes designed to match the compensation of flight department employes to their company's financial results.

On the more mundane side, those companies using traditional wage-adjustment programs kept raises to three to eight percent, with the majority coming in at an average of 5.2 percent. The only significant deviations from these figures were the few companies that were attempting to bring the salaries of their flight crews up to the medians in the B/CA and NBAA salary surveys.

Underlying this attempt to increase pilot salaries in the cases where they have been out of line with industry norms is the fact that the industry is starting to feel the effects of airlines drawing pilots away from business aviation.

## Surveying the Surveys

Presently, there are at least three formal corporate-pilot salary surveys and dozens of informal surveys. Obviously, each surveyor takes a different approach in selecting the companies to be surveyed, the questions to be asked and the way in which those questions are asked. As a result, the industry ends up with at least three sets of data.

Several compensation managers have asked us how B/CA conducts its survey, so we'll share that information with everybody again this year. In doing so, we hope that it will help you better understand the value of the numbers found on these pages.

The B/CA survey first appeared 12 years ago, but was brought to its present form five years ago with the help of the statistics wizards in our parent company's marketing group. The idea was to identify a sample group that was representative of the operator mix as a whole. Essentially, that was a three-step process:

(1) We needed a range of operations, from *Fortune* 500 companies with sizable staffs to single-pilot operations in which the pilot was department manager, pilot, dispatcher and mechanic all in one.

(2) We also needed an industry mix within operational groups to prevent a sudden slump in one industry (smokestack, for example) from tipping the scales too severely.

(3) Finally, we needed to find companies whose flight departments and personnel departments were willing to *talk* with us, because we believe that *conversation* is the key to getting good results.

Actually, the belief that "talk is best" came from the aforementioned survey wizards. People are more likely to tell you precisely what is going on when there is personal contact, we were told. The wizards showed us tests where groups were asked questions about their own income on mail-in forms and in telephone surveys. The results indicated that folks overestimated their income by about 15 percent when filling out forms, but "told it the way it really was" when a real human talked to them on the phone. (When a computer attempted to talk to them, they simply hung up.)

Armed with this advice, we began our restructured surveys. The first year out of the box was a bit uncomfortable because our survey was showing aviation salaries somewhat lower than those shown in the other surveys.

"Not to worry," said the wizards, "you're seeing the 'phone effect' in action." We weren't worried about our numbers—they were correct. But being human, we were a bit worried that we'd lose some friends. After all, most pilots believe bigger is better when it comes to salary survey results.

Obviously, we published the results and lived with them (and got a few nasty notes from our friends). But the truly valuable thing that came out of all of this was a five-year record on each company in our sample group. You see, each year we went back to the same companies and thus developed company histories, and better, a good rapport with the department managers and compensation managers involved. By the time the third year rolled around, we could plot the salary levels reported by each company for each mechanic and pilot and tell if we were getting inflated numbers. We weren't. At the same time, managers began to share unrequested information with us—data that could never have been collected on a form but could be used to round out the salary picture in our surveys.

Over the five years, we have lost some companies, of course, through mergers or flight department shutdowns. But as one company goes, a similar operator is added to the B/CA list.

The biggest problem with our technique is finding aviation department managers and chief pilots. These men and women spend much of their time on the road (in the air, actually), so the survey itself usually takes a total of about two months to complete.

In any event, this year's numbers are here, and just as important, this year's observations about the state of compensation in our industry are here too.

## Reaching the Promised Land

In the two years previous to the 1984 survey, the aggregate salary increase for aviation personnel totaled less than 0.8 percent. That compared negatively with a steady 10-plus-percent annual increase in the middle and late 1970s.

In 1984 we saw the beginnings of a salary recovery, however, with increases of 6.9 percent nationwide in the face of a 4.2-percent inflation rate.

This year's 5.2-percent salary increase (with an anticipated 4.5 percent inflation rate) is actually better than last year's results because the pocketbook effects of 1984 had to cover the two previous "dead" years.

In the 1982-1984 period, flight department salaries were depressed. But, then their parent industries were depressed, and the concern was more about flight department survival than it was about salaries. However, corporate profits *had* been improving as 1984's survey was being completed, and there was optimism for the near term.

The 1985 salary survey is a check on that optimism and, happily, the optimism seems warranted.

As companies take tentative steps away from their individual depressions, some are looking at nontraditional ways to adjust salaries. Several have actually reduced pilot base pay to relatively low levels but have improved their profit-sharing programs to compensate with significant bonuses—in the range of $10,000 to $20,000, depending on the company's financial results.

All the aviation department managers we talked with seemed to like these results-dependent schemes. "After all," explained one Midwestern flight department manager, "if the company doesn't make it, we're all out of work. This plan has improved the productivity and enthusiasm of everybody in the department. In a way, they see themselves as company owners, and that attitude is reflected in everybody's work, from the airplane cleaners to mine."

## The Manager

As you've read in B/CA before, the job of flight department manager is becoming so complex that many managers find that they cannot fly the line other than to stay current in one aircraft for personal satisfaction. The 1985 survey indicates that this trend is continuing. The "new design" flight department typically comprises a department manager responsible for all department activities, with a chief pilot and chief of maintenance reporting to him (no hers yet).

In larger departments with several types of airplanes, it is not unusual to have a chief pilot and a chief mechanic for each aircraft type. In such cases, the chiefs report to flight operations managers and maintenance operation managers, who in turn report to the aviation department manager.

Although we traditionally include these "department manager" salaries with salaries reported for chief pilots and chiefs of maintenance, we will stop that practice in our next survey. Some "department manager salaries" are pushing $100,000 with large bonuses, and those types of salaries tend to distort our overall results.

There's another phenomenon that's growing so fast that we may have to make another change to our survey format next year: Many flight departments are cross-qualifying their crews and designating all crewmembers as "co-captains"; in fact, many large flight departments we surveyed have no "copilots" at all. Every pilot is a fully rated captain in at least one aircraft and also flies as first officer in another. Even smaller departments with a single airplane and two or three pilots are going the co-captain route. One company with three small jets has three salaried captains who always fly as captains. First officers are hired on a per diem basis.

Another trend that we noticed while conducting the 1985 B/CA Salary Survey was that there seems to be fewer operators this year with copilot/mechanics on

**Figure 1** **Comparative Salaries 1984/1985**

| | 1984 | 1985 | % Annual Increase |
|---|---|---|---|
| **Heavy Jet** (over 35,000 lb) | | | |
| Chief Pilot | $59,780 | $63,067 | 5.50 |
| Captain | 47,449 | 49,943 | 5.26 |
| Copilot | 32,918 | 34,543 | 4.94 |
| Maintenance Chief | 41,253 | 43,536 | 5.54 |
| Mechanic | 29,258 | 30,847 | 5.43 |
| **Medium Jet** (13,501 to 35,000 lb) | | | |
| Chief Pilot | $49,811 | $53,289 | 6.98 |
| Captain | 39,135 | 41,330 | 5.61 |
| Copilot | 29,402 | 32,538 | 10.67 |
| Maintenance Chief | 34,033 | 35,955 | 5.65 |
| Mechanic | 27,322 | 28,821 | 5.49 |
| **Light Jet** (up to 13,500 lb) | | | |
| Chief Pilot | $39,000 | $41,256 | 5.79 |
| Captain | 34,996 | 36,786 | 5.12 |
| Copilot | 28,000 | 29,590 | 5.68 |
| Maintenance Chief | 32,000 | 33,543 | 4.82 |
| Mechanic | 26,000 | 27,374 | 5.28 |
| **Turboprops (all)*** | | | |
| Chief Pilot | NA | $43,369 | NA |
| Captain | NA | 34,773 | NA |
| Copilot | NA | 27,395 | NA |
| Mechanic | NA | 25,844 | NA |
| **Piston Twin** | | | |
| Pilot | $27,000 | $28,415 | 5.24 |
| **Turbine Helicopters** | | | |
| Pilot | $36,663 | $39,104 | 6.66 |
| Mechanic | NA | 34,165 | NA |

*Indicates new category this year.
NA—Not Available

board—or at least these dual-qualified young people seem to be working in one field or the other. It could be that the industry has wisely decided that piloting and fixing flying machines are two very different and complex professions. To stay current in either one (when highly sophisticated aircraft are involved) is a full-time job. Typically, the dual-qualified pilot may be required to change the oil or make a minor inspection, but more complex work is contracted out or left to full-time, in-house mechanics.

Speaking of mechanics, it's interesting to note that mechanics' wages are increasing at the same rates as those of pilots. In flight departments with an aviation manager supported by a chief pilot and chief of maintenance, the latter two seem to be approaching salary parity.

Another part of the changing personnel picture within flight departments these days is a new appreciation of the job once called "flight department secretary." In many cases, this position has been renamed "operations coordinator" or "dispatcher" or "operations director." Although we did not collect enough data on this job title to publish statistically significant figures, it is clear that salaries for these jobs are increasing as companies realize the importance of this catch-all position. Salaries of between $30,000 and $40,000 are not uncommon for this position, despite the fact that such pay for flight department secretaries was unheard of five years ago. B/CA will attempt to include this position in our future salary surveys.

## A Look at the Fringes

Except for those companies that have based pilot compensation on company results, our sample group has seen few changes in benefits. Basically, just about everybody gets life insurance and major medical. About 60 percent now have dental plans. Interestingly enough, very few companies provide "loss of license" insurance, opting instead for a comprehensive long-term disability policy and internal retraining programs. Department managers and pilots alike seem to like this approach better than loss-of-license plans.

In addition to changing job descriptions and the advent of new methods of compensation within the flight department, it seems that the quest for new business on the upside of the recovery is changing corporate travel patterns significantly. Figure 2 ("Aircraft Utilization") is a *comparative* chart this year. You'll notice that there are significant changes, both up and down, yet there isn't much of a pattern in terms of stage lengths and hours flown. This indicates that travel requirements are changing as the company readjusts to changing markets.

Not only is utilization shifting, but a number of flight departments have acquired used piston twins for utility work within 100 miles of their home bases. These airplanes are being used primarily for moving parts and "running errands," and they seem to be particularly active in the Midwest, when the main aircraft operation is within 100 miles of a major hub. Before acquiring these piston twins, some operators used to roll out the company jets to run the same errands, so maybe increasing use of piston twins reflects efforts to minimize costs.

As always, the B/CA Salary Survey is meant to be a management aid. When budgeting flight department salaries, keep in mind that the figures reported in our charts are just that—reported. B/CA's accuracy is considered to be +/-5 percent of the median salaries listed. □

*(charts continue through page 55)*

Figure 2

## Aircraft Utilization

| Aircraft Type | Average Load Factor (1984) | Average Load Factor (1985) | % Change | Average Stage Length (1984) | Average Stage Length (1985) | % Change | Hours Flown Per Year (1984) | Hours Flown Per Year (1985) | % Change |
|---|---|---|---|---|---|---|---|---|---|
| Gulfstream G-II/III | 5.3 | 6.33 | 19.4 | 1,008 | 1,118 | 10.9 | 650 | 657 | 1.0 |
| Challenger 600/601 | 4.1 | 3.50 | -14.6 | 580 | 478 | -17.6 | 450 | 450 | 0.0 |
| JetStar | 3.6 | 3.25 | -9.7 | 450 | 384 | -14.7 | 375 | 330 | -12.0 |
| Falcon 50 | 4.3 | 3.00 | -30.2 | 1,000 | 1,000 | 0.0 | 385 | 300 | -22.1 |
| Sabreliner | 3.4 | 3.06 | -10.0 | 578 | 496 | -14.2 | 558 | 424 | -24.0 |
| Falcon 20/200 | 5.5 | 3.75 | -31.8 | 436 | 607 | 39.2 | 499 | 550 | 10.2 |
| HS 125 | 3.0 | 3.19 | 6.3 | 452 | 550 | 21.7 | 521 | 529 | 1.6 |
| Citation III | 3.9 | NA | NA | 592 | NA | NA | 642 | NA | NA |
| Learjet 50 Series | 3.2 | 3.00 | -6.3 | 350 | 500 | 42.9 | 700 | 300 | -57.1 |
| Westwind 1/2 | 3.2 | 4.25 | 32.8 | 383 | 426 | 11.1 | 450 | 388 | -13.8 |
| Learjet 35 | 3.4 | 3.17 | -6.8 | 591 | 609 | 3.0 | 447 | 425 | -4.9 |
| Falcon 10/100 | 3.2 | 3.63 | 13.4 | 346 | 550 | 59.0 | 503 | 473 | -6.0 |
| Learjet 20 Series | 2.6 | 3.34 | 28.5 | 586 | 430 | -26.6 | 345 | 465 | 34.8 |
| Citation I/II | 3.5 | 2.73 | -22.0 | 325 | 366 | 12.6 | 574 | 573 | -0.1 |
| Heavy Turboprops (all) | 6.8 | 8.33 | 22.5 | 293 | 335 | 14.2 | 550 | 291 | -47.2 |
| King Air 200/300 | 3.8 | 3.35 | -11.8 | 264 | 219 | -17.2 | 576 | 414 | -28.2 |
| King Air 90/100 | 3.5 | 3.50 | 0.0 | 291 | 310 | 6.4 | 498 | 548 | 10.0 |
| MU-2 | 3.0 | 2.00 | -33.3 | 251 | 270 | 7.6 | 401 | 375 | -6.5 |
| Cheyennes (all) | 2.8 | 3.00 | 7.1 | 280 | 138 | -50.7 | 275 | 400 | 45.5 |
| Turbine Helicopters | 3.5 | 3.57 | 2.0 | 43 | 104 | 142.2 | 590 | 443 | -24.9 |
| Piston Twins | 3.0 | 1.96 | -34.7 | 283 | 139 | -51.0 | 474 | 297 | -37.3 |

Note: These figures actually represent previous year results. Therefore, the results reported in 1985 represent 1984 activity. And, of course, the results reported for 1984 represent 1983 activity. Aviation department managers report improvements in load factors and flying in 1985, which will be reflected in next year's survey.

| Gulfstream G-II/III | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $80,160 | $84,797 | 5.79 |
| | Median | 68,840 | 72,663 | 5.55 |
| | Low | 50,160 | 52,757 | 5.18 |
| Captain | High | $69,540 | $73,577 | 5.81 |
| | Median | 54,480 | 56,971 | 4.57 |
| | Low | 41,100 | 43,469 | 5.76 |
| Copilot | High | $45,550 | $47,785 | 4.91 |
| | Median | 39,080 | 41,087 | 5.14 |
| | Low | 27,170 | 28,520 | 4.97 |
| Maintenance Chief | High | $54,600 | $57,108 | 4.59 |
| | Median | 46,000 | 48,632 | 5.72 |
| | Low | 33,540 | 35,550 | 5.99 |
| Mechanic | High | $41,508 | $44,004 | 6.01 |
| | Median | 31,420 | 33,080 | 5.28 |
| | Low | 21,000 | 22,136 | 5.41 |

| Challenger CL-600/601 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $68,000 | $71,862 | 5.68 |
| | Median | 59,000 | 62,437 | 5.83 |
| | Low | 46,000 | 48,276 | 4.95 |
| Captain | High | $55,000 | $57,825 | 5.14 |
| | Median | 44,000 | 46,637 | 5.99 |
| | Low | 34,000 | 35,882 | 5.53 |
| Copilot | High | $34,000 | $35,960 | 5.76 |
| | Median | 31,450 | 32,868 | 4.51 |
| | Low | 27,000 | 28,325 | 4.91 |
| Maintenance Chief | High | $59,000 | $62,154 | 5.35 |
| | Median | 39,000 | 41,313 | 5.93 |
| | Low | 34,000 | 35,903 | 5.60 |
| Mechanic | High | $34,000 | $35,803 | 5.30 |
| | Median | 27,000 | 28,500 | 5.55 |
| | Low | 22,800 | 24,138 | 5.87 |

| Lockheed JetStar | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $68,000 | $71,223 | 4.74 |
| | Median | 54,480 | 57,153 | 4.91 |
| | Low | 46,000 | 48,257 | 4.91 |
| Captain | High | $59,000 | $61,907 | 4.93 |
| | Median | 43,136 | 45,731 | 6.02 |
| | Low | 39,000 | 40,815 | 4.66 |
| Copilot | High | $34,000 | $35,853 | 5.45 |
| | Median | 29,040 | 30,440 | 4.82 |
| | Low | 28,000 | 29,450 | 5.18 |
| Maintenance Chief | High | $59,000 | $61,697 | 4.57 |
| | Median | 39,000 | 41,289 | 5.87 |
| | Low | 35,640 | 37,508 | 5.24 |
| Mechanic | High | $34,000 | $35,988 | 5.85 |
| | Median | 26,862 | 28,450 | 5.91 |
| | Low | 21,000 | 22,171 | 5.58 |

| Falcon 50 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $68,840 | $72,361 | 5.12 |
| | Median | 56,800 | 60,014 | 5.66 |
| | Low | 47,510 | 50,288 | 5.85 |
| Captain | High | $59,461 | $62,453 | 5.03 |
| | Median | 48,180 | 50,433 | 4.68 |
| | Low | 36,000 | 38,060 | 5.72 |
| Copilot | High | $42,194 | $44,599 | 5.70 |
| | Median | 32,100 | 33,776 | 5.22 |
| | Low | 26,800 | 28,233 | 5.35 |
| Maintenance Chief | High | $42,410 | $44,712 | 5.43 |
| | Median | 41,011 | 42,911 | 4.63 |
| | Low | 31,000 | 32,502 | 4.84 |
| Mechanic | High | $37,013 | $39,123 | 5.70 |
| | Median | 31,750 | 33,361 | 5.07 |
| | Low | 19,000 | 19,932 | 4.91 |

| Rockwell Sabreliner | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $74,300 | $77,883 | 4.82 |
| | Median | 61,250 | 64,972 | 6.08 |
| | Low | 55,800 | 59,087 | 5.89 |
| Captain | High | $55,600 | $58,409 | 5.05 |
| | Median | 42,088 | 44,628 | 6.04 |
| | Low | 32,903 | 34,559 | 5.03 |
| Copilot | High | $37,752 | $39,581 | 4.84 |
| | Median | 34,275 | 36,286 | 5.87 |
| | Low | 24,000 | 25,122 | 4.68 |
| Maintenance Chief | High | $45,240 | $47,299 | 4.55 |
| | Median | 40,150 | 42,347 | 5.47 |
| | Low | 36,400 | 38,376 | 5.43 |
| Mechanic | High | $40,380 | $42,842 | 6.10 |
| | Median | 29,580 | 31,242 | 5.62 |
| | Low | 17,368 | 18,187 | 4.72 |

| Falcon 20/200 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $66,200 | $70,126 | 5.93 |
| | Median | 54,500 | 57,516 | 5.53 |
| | Low | 50,000 | 52,568 | 5.14 |
| Captain | High | $58,508 | $61,501 | 5.12 |
| | Median | 44,600 | 47,320 | 6.10 |
| | Low | 36,556 | 38,243 | 4.61 |
| Copilot | High | $44,100 | $46,411 | 5.24 |
| | Median | 31,700 | 33,421 | 5.43 |
| | Low | 27,000 | 28,359 | 5.03 |
| Maintenance Chief | High | $47,500 | $49,970 | 5.20 |
| | Median | 37,960 | 40,037 | 5.47 |
| | Low | 33,250 | 34,763 | 4.55 |
| Mechanic | High | $42,000 | $44,368 | 5.64 |
| | Median | 33,250 | 35,076 | 5.49 |
| | Low | 20,000 | 21,207 | 6.04 |

| BAe HS 125 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $74,000 | $77,647 | 4.93 |
| | Median | 56,000 | 58,677 | 4.78 |
| | Low | 32,400 | 34,207 | 5.58 |
| Captain | High | $49,250 | $51,955 | 5.49 |
| | Median | 42,900 | 44,915 | 4.70 |
| | Low | 28,680 | 30,417 | 6.06 |
| Copilot | High | $37,000 | $38,931 | 5.22 |
| | Median | 27,600 | 29,133 | 5.55 |
| | Low | 19,440 | 20,613 | 6.04 |
| Maintenance Chief | High | $47,200 | $49,437 | 4.74 |
| | Median | 38,400 | 40,204 | 4.70 |
| | Low | 30,000 | 31,359 | 4.53 |
| Mechanic | High | $34,500 | $36,424 | 5.58 |
| | Median | 26,175 | 27,432 | 4.80 |
| | Low | 18,090 | 18,959 | 4.80 |

| Citation III | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $55,083 | $58,258 | 5.76 |
| | Median | 51,000 | 53,961 | 5.81 |
| | Low | 40,600 | 42,498 | 4.68 |
| Captain | High | $48,120 | $51,014 | 6.02 |
| | Median | 41,584 | 43,842 | 5.43 |
| | Low | 38,120 | 40,174 | 5.39 |
| Copilot | High | $35,100 | $36,778 | 4.78 |
| | Median | 33,930 | 35,637 | 5.03 |
| | Low | 29,160 | 30,560 | 4.80 |
| Maintenance Chief | High | $43,125 | $45,394 | 5.26 |
| | Median | 35,100 | 36,932 | 5.22 |
| | Low | 30,300 | 31,692 | 4.59 |
| Mechanic | High | $31,500 | $33,052 | 4.93 |
| | Median | 25,810 | 27,157 | 5.22 |
| | Low | 20,000 | 21,011 | 5.05 |

| Learjet 50 Series | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $53,250 | $56,107 | 5.37 |
| | Median | 49,350 | 52,174 | 5.72 |
| | Low | 38,850 | 41,146 | 5.91 |
| Captain | High | $52,812 | $55,215 | 4.55 |
| | Median | 38,000 | 39,872 | 4.93 |
| | Low | 28,000 | 29,303 | 4.66 |
| Copilot | High | $42,000 | $44,473 | 5.89 |
| | Median | 31,840 | 33,735 | 5.95 |
| | Low | 22,150 | 23,251 | 4.97 |
| Maintenance Chief | High | $42,300 | $44,473 | 5.14 |
| | Median | 29,500 | 31,089 | 5.39 |
| | Low | 26,000 | 27,248 | 4.80 |
| Mechanic | High | $34,100 | $36,158 | 6.04 |
| | Median | 24,112 | 25,270 | 4.80 |
| | Low | 23,000 | 24,244 | 5.41 |

| IAI Westwind 1/2 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $52,000 | $55,062 | 5.89 |
| | Median | 45,000 | 47,151 | 4.78 |
| | Low | 32,000 | 33,617 | 5.05 |
| Captain | High | $43,890 | $46,025 | 4.86 |
| | Median | 37,000 | 38,839 | 4.97 |
| | Low | 31,303 | 32,806 | 4.80 |
| Copilot | High | $34,105 | $35,700 | 4.68 |
| | Median | 28,215 | 29,694 | 5.24 |
| | Low | 26,500 | 28,077 | 5.95 |
| Maintenance Chief | High | $42,700 | $44,715 | 4.72 |
| | Median | 33,005 | 34,783 | 5.39 |
| | Low | 24,500 | 25,846 | 5.49 |
| Mechanic | High | $30,000 | $31,503 | 5.01 |
| | Median | 25,000 | 26,446 | 5.78 |
| | Low | 21,000 | 21,947 | 4.51 |

| Falcon 10/100 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $64,500 | $68,393 | 6.04 |
| | Median | 49,200 | 52,077 | 5.85 |
| | Low | 47,000 | 49,768 | 5.89 |
| Captain | High | $47,000 | $49,718 | 5.78 |
| | Median | 38,900 | 40,996 | 5.39 |
| | Low | 33,000 | 34,653 | 5.01 |
| Copilot | High | $41,000 | $43,140 | 5.22 |
| | Median | 31,810 | 33,324 | 4.76 |
| | Low | 27,000 | 28,449 | 5.37 |
| Maintenance Chief | High | $41,000 | $43,371 | 5.78 |
| | Median | 32,000 | 33,717 | 5.37 |
| | Low | 31,006 | 32,469 | 4.72 |
| Mechanic | High | $38,100 | $40,288 | 5.74 |
| | Median | 31,000 | 32,748 | 5.64 |
| | Low | 26,460 | 27,880 | 5.37 |

| Learjet 20 Series | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $49,100 | $51,745 | 5.39 |
| | Median | 37,500 | 39,787 | 6.10 |
| | Low | 34,500 | 36,279 | 5.16 |
| Captain | High | $44,600 | $47,236 | 5.91 |
| | Median | 28,704 | 30,232 | 5.32 |
| | Low | 25,000 | 26,143 | 4.57 |
| Copilot | High | $45,600 | $48,152 | 5.60 |
| | Median | 27,500 | 29,074 | 5.72 |
| | Low | 25,000 | 26,211 | 4.84 |
| Maintenance Chief | High | $36,100 | $38,143 | 5.66 |
| | Median | 27,000 | 28,528 | 5.66 |
| | Low | 26,511 | 27,978 | 5.53 |
| Mechanic | High | $35,000 | $36,922 | 5.49 |
| | Median | 23,950 | 25,200 | 5.22 |
| | Low | 20,800 | 21,816 | 4.89 |

| Citation I/II | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $49,663 | $52,380 | 5.47 |
| | Median | 39,000 | 41,256 | 5.79 |
| | Low | 35,000 | 37,105 | 6.02 |
| Captain | High | $42,612 | $45,104 | 5.85 |
| | Median | 34,996 | 36,786 | 5.12 |
| | Low | 27,500 | 29,068 | 5.70 |
| Copilot | High | $32,376 | $34,032 | 5.12 |
| | Median | 28,000 | 29,590 | 5.68 |
| | Low | 21,000 | 22,241 | 5.91 |
| Maintenance Chief | High | $35,100 | $37,101 | 5.70 |
| | Median | 32,000 | 33,543 | 4.82 |
| | Low | 21,000 | 22,162 | 5.53 |
| Mechanic | High | $28,000 | $29,491 | 5.33 |
| | Median | 26,000 | 27,374 | 5.28 |
| | Low | 20,000 | 21,174 | 5.87 |

| Heavy Turboprop | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $54,500 | $57,732 | 5.93 |
| | Median | 49,000 | 51,414 | 4.93 |
| | Low | 43,780 | 46,175 | 5.47 |
| Captain | High | $48,070 | $50,318 | 4.68 |
| | Median | 38,000 | 39,920 | 5.05 |
| | Low | 27,170 | 28,702 | 5.64 |
| Copilot | High | $33,000 | $34,654 | 5.01 |
| | Median | 31,600 | 33,362 | 5.58 |
| | Low | 25,700 | 26,880 | 4.59 |
| Mechanic | High | $33,000 | $34,688 | 5.12 |
| | Median | 26,600 | 28,000 | 5.26 |
| | Low | 22,000 | 23,075 | 4.89 |

| King Air 200 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $52,000 | $54,356 | 4.53 |
| | Median | 45,500 | 48,132 | 5.79 |
| | Low | 31,800 | 33,274 | 4.63 |
| Captain | High | $41,000 | $43,149 | 5.24 |
| | Median | 34,000 | 35,654 | 4.87 |
| | Low | 28,500 | 29,970 | 5.16 |
| Copilot | High | $33,000 | $34,881 | 5.70 |
| | Median | 26,000 | 27,575 | 6.06 |
| | Low | 24,035 | 25,209 | 4.89 |
| Mechanic | High | $37,000 | $38,738 | 4.70 |
| | Median | 24,270 | 25,740 | 6.06 |
| | Low | 21,840 | 23,058 | 5.58 |

| King Air 90/100 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $47,250 | $50,033 | 5.89 |
| | Median | 41,000 | 43,166 | 5.28 |
| | Low | 35,000 | 36,754 | 5.01 |
| Captain | High | $34,000 | $35,768 | 5.20 |
| | Median | 31,500 | 33,019 | 4.82 |
| | Low | 27,000 | 28,618 | 5.99 |
| Copilot | High | $30,000 | $31,497 | 4.99 |
| | Median | 24,150 | 25,527 | 5.70 |
| | Low | 22,000 | 23,043 | 4.74 |
| Mechanic | High | $33,000 | $34,792 | 5.43 |
| | Median | 22,580 | 23,792 | 5.37 |
| | Low | 21,000 | 22,035 | 4.93 |

| Mitsubishi MU-2 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $49,600 | $52,147 | 5.14 |
| | Median | 34,620 | 36,529 | 5.51 |
| | Low | 28,000 | 29,696 | 6.06 |
| Captain | High | $36,060 | $38,033 | 5.47 |
| | Median | 30,000 | 31,622 | 5.41 |
| | Low | 22,000 | 23,116 | 5.07 |
| Copilot | High | $34,000 | $35,568 | 4.61 |
| | Median | 24,000 | 25,388 | 5.79 |
| | Low | 19,000 | 20,123 | 5.91 |
| Mechanic | High | NA | NA | NA |
| | Median | NA | NA | NA |
| | Low | NA | NA | NA |

NA—Not available

| Cheyenne II/III/IV | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Chief Pilot | High | $45,120 | $47,749 | 5.83 |
| | Median | 35,500 | 37,606 | 5.93 |
| | Low | 26,580 | 28,106 | 5.74 |
| Captain | High | $37,000 | $38,877 | 5.07 |
| | Median | 32,000 | 33,650 | 5.16 |
| | Low | 29,500 | 30,843 | 4.55 |
| Copilot | High | $33,900 | $35,783 | 5.56 |
| | Median | 24,000 | 25,122 | 4.68 |
| | Low | 21,600 | 22,773 | 5.43 |
| Mechanic | High | NA | NA | NA |
| | Median | NA | NA | NA |
| | Low | NA | NA | NA |

NA—Not available

| Cabin Class Piston Twin | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Pilot | High | $35,000 | $36,973 | 5.64 |
| | Median | 27,000 | 28,415 | 5.24 |
| | Low | 19,440 | 20,381 | 4.84 |

| Sikorsky S-76 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Pilot | High | $48,500 | $50,798 | 4.74 |
| | Median | 40,510 | 42,497 | 4.91 |
| | Low | 26,125 | 27,478 | 5.18 |
| Mechanic | High | $39,600 | $41,452 | 4.68 |
| | Median | 31,180 | 32,801 | 5.20 |
| | Low | 25,200 | 26,352 | 4.57 |

| Bell 222 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Pilot | High | $42,024 | $44,437 | 5.74 |
| | Median | 39,738 | 41,621 | 4.74 |
| | Low | 35,000 | 36,615 | 4.61 |
| Mechanic | High | NA | NA | NA |
| | Median | NA | NA | NA |
| | Low | NA | NA | NA |

NA—Not available

| Agusta 109A | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Pilot | High | $37,800 | $40,105 | 6.10 |
| | Median | 33,600 | 35,530 | 5.74 |
| | Low | 31,105 | 32,839 | 5.58 |
| Mechanic | High | NA | NA | NA |
| | Median | NA | NA | NA |
| | Low | NA | NA | NA |

NA—Not available

| MBB 80-105 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Pilot | High | $50,000 | $52,767 | 5.53 |
| | Median | 39,000 | 41,134 | 5.47 |
| | Low | 29,800 | 31,443 | 5.51 |
| Mechanic | High | NA | NA | NA |
| | Median | NA | NA | NA |
| | Low | NA | NA | NA |

NA—Not available

| Bell 206 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Pilot | High | $64,000 | $66,886 | 4.51 |
| | Median | 38,000 | 39,952 | 5.14 |
| | Low | 30,160 | 31,646 | 4.93 |
| Mechanic | High | NA | NA | NA |
| | Median | NA | NA | NA |
| | Low | NA | NA | NA |

NA—Not available

| Hughes 500 | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Pilot | High | $37,090 | $39,011 | 5.18 |
| | Median | 33,888 | 35,714 | 5.39 |
| | Low | 29,500 | 30,898 | 4.74 |
| Mechanic | High | NA | NA | NA |
| | Median | NA | NA | NA |
| | Low | NA | NA | NA |

NA—Not available

| Aerospatiale AStar | | 1984 Reported Salary | 1985 Reported Salary | % Change |
|---|---|---|---|---|
| Pilot | High | $41,000 | $43,294 | 5.60 |
| | Median | 31,902 | 33,707 | 5.66 |
| | Low | 28,000 | 29,309 | 4.68 |
| Mechanic | High | NA | NA | NA |
| | Median | NA | NA | NA |
| | Low | NA | NA | NA |

NA—Not available